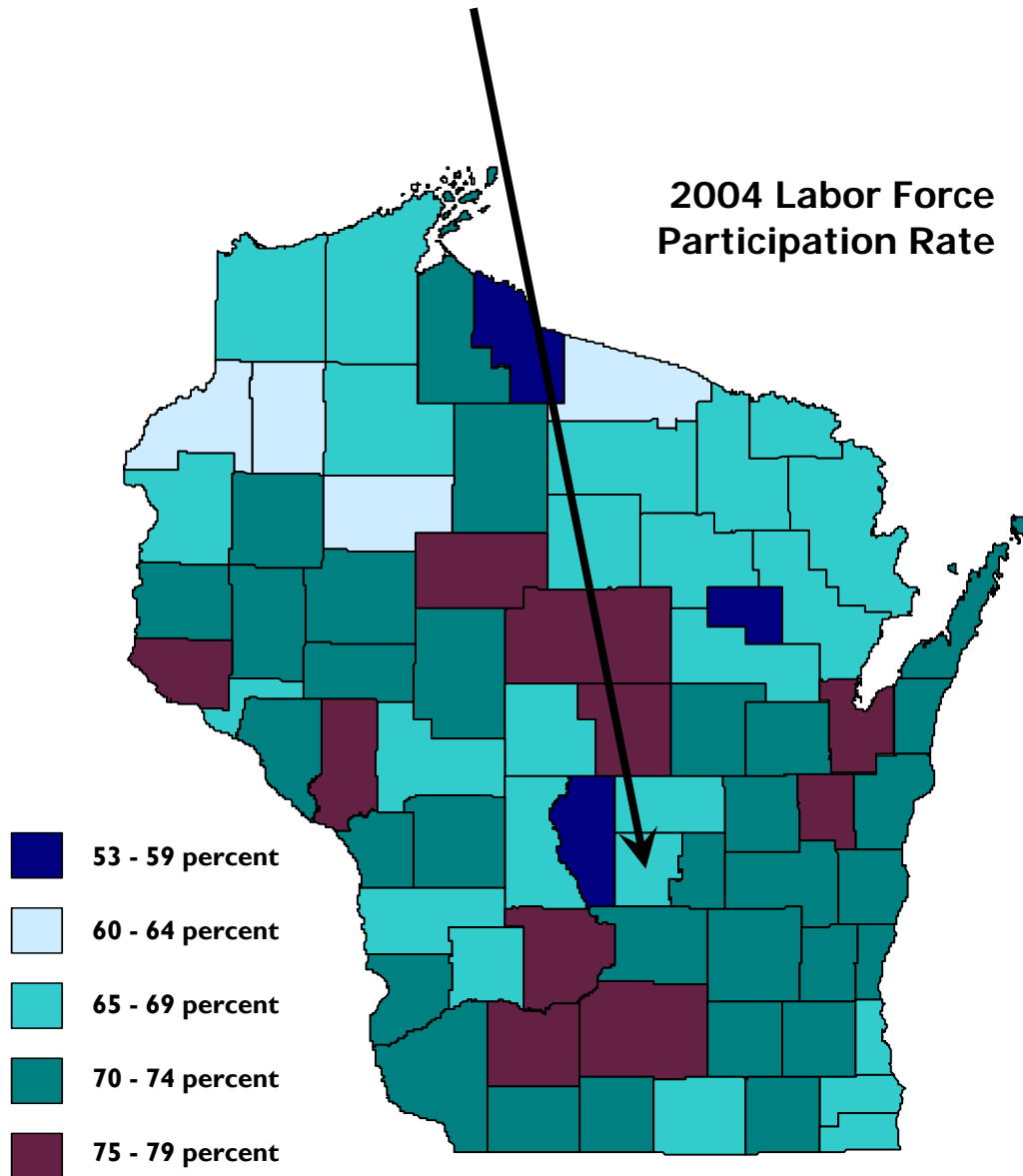


Marquette County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

Regional contact:
Dan Barroilhet
Office of Economic Advisor
1819 Aberg Av. Suite C
Madison, WI 53704
608.242.4885
Dan.Barroilhet@dwd.state.wi.us



State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

December 2005

OEA-10631-P

County Population and Labor Force

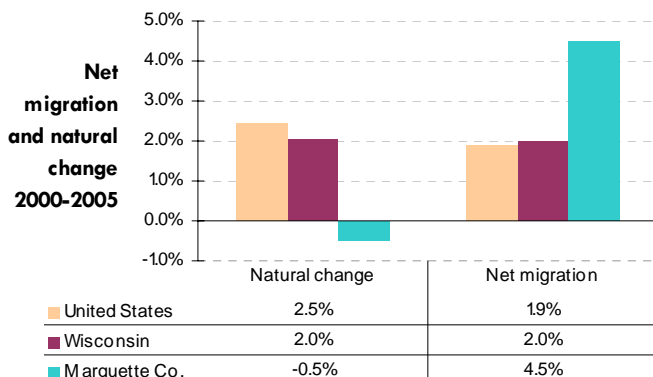
Population trends affect the supply of workers, the willingness of employers to open, expand or continue local operations and the demand for goods and services. Together, the townships of Buffalo, Oxford and Westfield accounted for roughly 19 percent of Marquette County's population and about 45 percent of the county's population growth. Often a rural county's natural population change (births minus deaths) will be smaller than its net migration (people moving in minus people moving out). This trend is particularly pronounced in Marquette County because it experienced fewer births than deaths (a negative rate of natural change). Wisconsin demographers expect the number of births to be equal to or less than the number of deaths in Marquette County through 2030 and expect net migration to slow considerably from a projected 519 between 2005 and 2010 to a projected 277 between 2015 and 2020. If net migration slowed to the point where it did not compensate for the excess of deaths over births, the population would shrink. (While birth and death trends tend to be fairly predictable, net migration trends change more quickly and less regularly.)

The table to the right shows that Marquette County's participation rate (64.6%) is well below Wisconsin's (70.8%) and somewhat below the nation's (65.4%). The county's rate of population growth (4.0%) matches the state's and slightly lags the nation's (4.9%). Narrowing the focus to the 16-and-over population shows that Marquette County has lower concen-

Five largest municipalities in Marquette County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Marquette County	14,555	15,138	583	4.0%
Montello, City	1,397	1,462	65	4.7%
Packwaukee, Town	1,297	1,295	-2	-0.2%
Westfield, Village	1,217	1,223	6	0.5%
Buffalo, Town	1,085	1,180	95	8.8%
Montello, Town	1,043	1,064	21	2.0%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



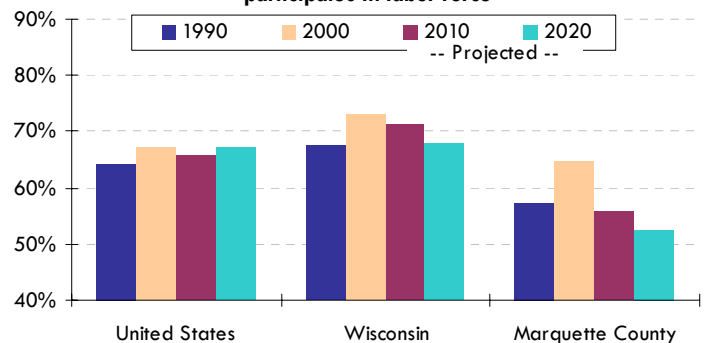
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Marquette County
Total population in 2000	281,424,602	5,363,715	14,555
Population est. Jan. 1, 2005	295,160,302	5,580,757	15,138
Change	13,735,700	217,042	583
% change	4.9%	4.0%	4.0%
2005 Labor force population*	224,837,000	4,339,938	12,392
Share of total population	76.2%	78%	81.9%
Labor force	147,125,000	3,071,179	8,011
Labor force participation rate	65.4%	70.8%	64.6%
2005 Population 16 yrs. & over	228,621,674	4,417,313	12,481
16-24 yrs old	37,489,370	743,764	1,888
Share of population 16+ yrs	16.4%	16.8%	15.1%
25-59 yrs old	142,248,896	2,708,865	6,776
Share of population 16+ yrs	62.2%	61.3%	54.3%
60 yrs and older	48,883,408	964,684	3,817
Share of population 16+ yrs	21.4%	21.8%	30.6%
Projected population: 2020	335,804,546	6,110,878	16,293
Population 16 yrs. & over	264,085,104	4,869,573	13,665
16-24 yrs old	37,918,865	681,586	1,172
Share of population 16+ yrs	14.4%	14.0%	8.6%
25-59 yrs old	150,678,402	2,756,884	7,120
Share of population 16+ yrs	57.1%	56.6%	52.1%
60 yrs and older	75,487,837	1,431,103	5,373
Share of population 16+ yrs	28.6%	29.4%	39.3%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

trations of 16- to 24-year-olds and 25- to 59-year-olds and higher concentrations of residents 60 or more years old. Population projections suggest that by 2020 residents aged 60 or more will constitute a higher proportion of the 16-and-over population in Marquette County (39.3%) than in Wisconsin (29.4%) or in the United States (28.6%).

Revised Labor Force

All labor force estimates published from 1990 to 2004 have been revised. The more recent years reflect trends revealed during Census 2000 while the 1990s were updated to include changes from 1990 to 2000 but are still based on ratios from the 1990 census.

The annual averages in the table to the right hide seasonal fluctuations. In 2004 Marquette County's unemployment rate estimate peaked at 9.1 percent in February and dipped to 4.7 percent in August. The labor force estimate bottomed out just over 7,900 in March and climbed to nearly 8,200 by June.

After the recession of the early 1990s, unemployment rates fell. Rates from the first half of the current decade reaffirm that unemployment rates are a lagging indicator of economic recovery. By the time cyclical unemployment rates peak, other economic indicators have been in more encouraging territory for a while. Marquette County's lag time seems roughly in line with other Wisconsin counties, but the labor force estimate has been growing much more slowly after this recession than after the last.

Marquette County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	6,017	5,621	396	6.6%
1991	6,182	5,736	446	7.2%
1992	6,341	5,894	447	7.0%
1993	6,537	6,057	480	7.3%
1994	6,553	6,086	467	7.1%
1995	6,818	6,318	500	7.3%
1996	6,997	6,543	454	6.5%
1997	7,161	6,733	428	6.0%
1998	7,174	6,756	418	5.8%
1999	7,057	6,689	368	5.2%
2000	7,546	7,146	400	5.3%
2001	7,777	7,269	508	6.5%
2002	7,845	7,265	580	7.4%
2003	8,060	7,404	656	8.1%
2004	8,011	7,491	520	6.5%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

The graphs below show that post-secondary education has become more common with each generation of residents than it was for the last. Together, several trends increase the emphasis on education and training. As goods, services and labor travel more easily, international competition allows workers and employers all over the world to bid for the same contracts. Education and training help workers and employ-

ers maintain a competitive edge by using current technology more thoroughly and helping to advance or refine subsequent technology developments.

For decades, the economy has gradually (yet seismically) shifted from goods-producing employment to service-producing employment. This dovetails with a shift from on-the-job training to pre-employment education and training. Today's workers see more value in transferable skills and less in employer-specific training.

The graphs also show a shift from older generations, where females have less post-secondary education than males to younger generations where they females more. Compared to the nation, Marquette County has higher concentrations of residents reporting "some college, no degree". Amongst people between the ages of 25 and 34, county residents are more likely to have associates degrees than the U.S. residents. Marquette County residents lag U.S. residents in bachelor's and graduate/professional degrees.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Educational attainment may be as much a product of employment and wage structure as a cause. Marquette County establishments pay wages about 31 percent below the statewide all-industries average. In education-intensive sectors (information, financial activities and professional & business services), Marquette County's average wages are well below statewide average wages, as are its employment concentrations. (These sectors often require a metropolitan area or a well-developed cluster to thrive.)

In Wisconsin, manufacturing accounts for 18.5 percent of employment and 23.6 percent of total wages; in Marquette County it accounts for 30.6 percent of employment and 42.1 percent of total wages. The manufacturing sector added almost no jobs between 2003 and 2004, but the manufacturing sector's average wage in Marquette County is higher than any other sector's, and it rose \$1,841 or 5.9 percent between 2003 and 2004. This increase was larger and faster than any other sector's wage change.

The education & health sector includes 347 jobs in the educational services segment (paying an average of \$29,620 each), 108 jobs in the nursing and residential care sub-segment (paying an average of \$14,855) and 158 jobs in the social assis-

Average Annual Wage by Industry Division in 2004

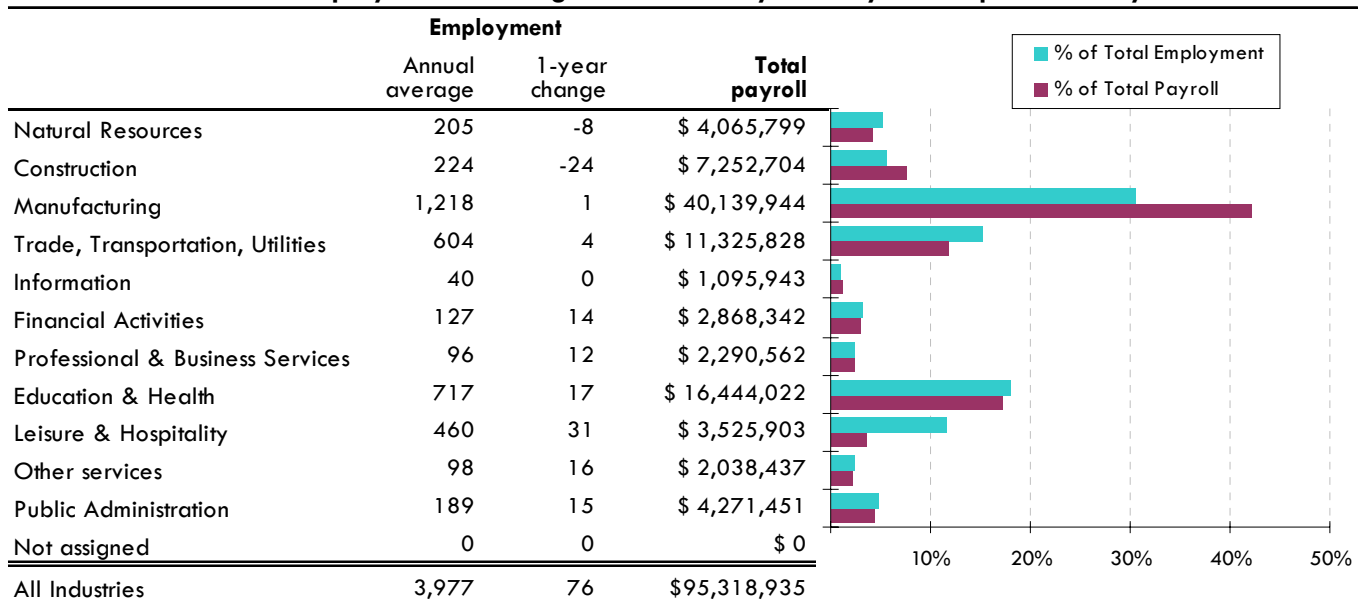
	2004		Percent of Wisconsin	1-year % change
	Wisconsin	Marquette County		
All Industries	\$ 34,749	\$ 23,968	69.0%	2.0%
Natural resources	\$ 27,399	\$ 19,833	72.4%	0.3%
Construction	\$ 41,258	\$ 32,378	78.5%	-2.2%
Manufacturing	\$ 44,145	\$ 32,956	74.7%	5.9%
Trade, Transportation, Utilities	\$ 30,088	\$ 18,751	62.3%	4.2%
Information	\$ 41,759	\$ 27,399	65.6%	0.9%
Financial activities	\$ 45,103	\$ 22,585	50.1%	-0.9%
Professional & Business Services	\$ 39,580	\$ 23,860	60.3%	-0.3%
Education & Health	\$ 36,408	\$ 22,934	63.0%	1.1%
Leisure & Hospitality	\$ 12,295	\$ 7,665	62.3%	-3.3%
Other services	\$ 20,207	\$ 20,800	102.9%	9.3%
Public Administration	\$ 36,347	\$ 22,600	62.2%	-3.8%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

tance sub-segment (paying an average of 17,918). Every age group under 55 is projected to be smaller in 2030 than in 2005. This suggests more growth potential for the health care and social assistance segment than the educational services segment.

The county's concentration of leisure & hospitality jobs is higher than Wisconsin's and its average annual wage (\$7,665) is well below the statewide average (\$12,295). From 2003 to 2004, leisure & hospitality added 31 jobs, which was more than any other sector and nearly half of total job growth.

2004 employment and wage distribution by industry in Marquette County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Marquette County

Establishment	Product or Service	Size (Dec. 2004)
Brakebush Brothers Inc	Poultry processing	500-999 employees
County of Marquette	Executive & legislative offices, combined	250-499 employees
School District of Westfield	Elementary & secondary schools	250-499 employees
Montello Public School	Elementary & secondary schools	100-249 employees
Glen Oak Lumber & Milling Inc	Other millwork, including flooring	100-249 employees
Northland Community Services Inc	Other individual & family services	50-99 employees
Pioneer of Westfield Inc	Other gasoline stations	50-99 employees
Wisconsin Illinois Senior	Nursing care facilities	50-99 employees
Eurolplast Ltd	All other plastics product mfg.	20-49 employees
Montello Products Co	Current-carrying wiring device mfg.	20-49 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Marquette County

NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Food manufacturing	*	*	not avail.	not avail.
Educational services	4	409	23	41
Food services and drinking places	39	302	-8	-12
Gasoline stations	9	195	11	24
Wood product manufacturing	5	165	-11	not avail.
Social assistance	9	157	0	10
Ambulatory health care services	8	109	3	-11
Nursing and residential care facilities	4	109	-7	20
Animal production	6	106	13	57
Food and beverage stores	8	106	2	11

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

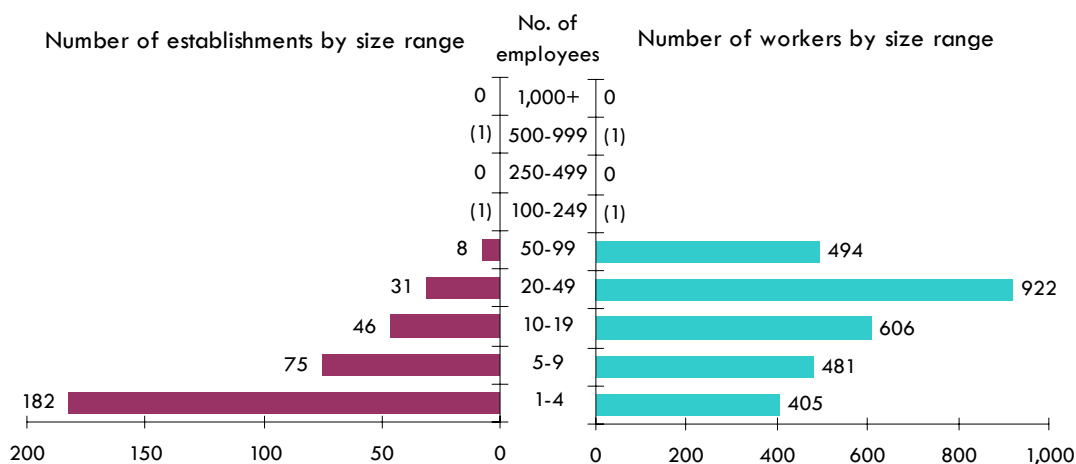
Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Some industries provide goods or services primarily for local consumption. Educational services, social assistance, ambulatory health care services, nursing & residential care, and food & beverage stores all rely on local income and demographic trends to generate revenues.

Other industries sell their goods and services to people from outside Marquette County, thereby bringing in outside money. Average annual wages and long-term expectations are not stellar in food manufacturing, food services & drinking places (\$6,578), wood product manufacturing and animal production (\$20,128). In 2004, there were six manufacturers in Marquette County employing 20 to 49 workers apiece and 215 workers altogether. Some of these six probably were more specialized and probably did more to pull up the county's overall average wage.

The graphs to the left show large numbers of establishments with small numbers of employees, small numbers of establishments with large numbers of employees, and employment distributed evenly among large and small establishments. The lists reflect December 2004 employment and the graphs reflect 2004 average annual employment.

Marquette County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Per Capita Personal Income

While page 3 discussed wages paid by Marquette County employers, this section focuses on income received by Marquette County residents, regardless of whether the income is the result of work outside the county, investment/pension payment or government transfers such as Social Security or other income support programs. The table below shows that Marquette County's 2003 Per Capita Personal Income (PCPI) of \$22,590 was 64th among Wisconsin's 72 counties and the 5-year PCPI growth rate of 26.5 percent was 1st. (Fast proportional growth is easier when starting from a lower base.)

Areas with high PCPI often have high concentrations of professional and technical jobs or culture and climate that attract high-income households. High-PCPI suburbs often send commuting residents to take high-wage jobs in low-PCPI urban areas. Housing prices tend to be significantly higher in high-PCPI suburbs than in low-PCPI rural areas.

Compared to the state as a whole, Marquette County has a higher concentration of jobs in low-wage industries like leisure & hospitality and natural resources, a lower concentration of jobs in high-wage industries like financial activities and professional & business services and low averages wages in industries with professional and technical workers.

The high concentration of retirement-aged residents and their lower labor force participation rate pull down per capita employment earnings. Net earnings constitute less than 59 percent of the county's total income. National and statewide figures are closer to 69 percent to 70

percent. Meanwhile transfer payments to county residents are over 25 percent of the county's total income. National and statewide figures are closer to 14 percent to 15 percent. Together, these trends may suggest that Marquette County's in-migrants raise Social Security receipts and investment income more than net earnings.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Wausara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005